

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Complaint Activity	Comparative Data Previous Fiscal Year Data					2015 thru 9/30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	16	18	16	24	18	17
Number of Amendments	0	2	1	1	0	0
Number of Complainants	16	18	16	24	18	17
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data Previous Fiscal Year Data					2015 thru 9/30
	2010	2011	2012	2013	2014	
	<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					
Race	8	1	4	16	7	3
Color	1	1	2	5	1	1
Religion	0	1	1	6	2	1
Reprisal	8	15	11	20	8	6
Sex	9	2	5	21	9	9
National Origin	1	2	0	5	1	0
Equal Pay	0	0	0	0	0	0
Age	10	10	10	12	13	7
Disability-Mental	3	0	1	4	1	1
Disability-Physical	3	8	5	3	4	2
Non-EEO Basis	0	1	0	3	0	0
Complaints by Issue	Comparative Data Previous Fiscal Year Data					2015 thru 9/30
	2010	2011	2012	2013	2014	
	<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>					
Appointment/Hire	0	0	0	0	0	1
Assignment of Duties	1	2	0	6	1	3
Awards	0	0	0	1	0	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	0	0	0	1	0
Reprimand	1	1	1	4	0	0
Termination	0	0	0	0	0	0
Suspension	0	0	1	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	1	0	0	0	1
Equal Pay Act Violation	0	0	0	0	0	0
Evaluation/Appraisal	3	2	2	7	1	2
Examination/Test	0	0	0	0	0	0
Harrassment						
Nonsexual	4	6	3	15	5	4
Sexual	0	1	1	1	0	0
Medical Examination	0	1	0	0	0	0
Pay Including Overtime	0	0	0	1	0	1
Performance Improvement Plan (PIP)	0	0	0	0	0	0
Promotion/Non-Selection	6	5	9	5	8	8
Reassignment						
Request Denied	0	0	0	1	0	1
Directed	0	1	0	1	0	0
Failure to Accommodate	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0

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Complaints by Issue	Comparative Data Previous Fiscal Year Data					2015 thru 9/30
	2010	2011	2012	2013	2014	
Terms/Conditions of Employment	5	7	1	4	0	3
Time and Attendance	0	1	1	3	1	1
Training	2	3	1	2	0	0
Other	1	0	0	2	0	4

Processing Time	Comparative Data Previous Fiscal Year Data					2015 thru 9/30
	2010	2011	2012	2013	2014	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	124	121	110	146	151	155
Average number of days in final action stage	51	48	56	48	53	46
Complaints pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage	90	84	71	148	150	249
Average number of days in final action stage	35	39	45	45	45	45
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	127	123	113	146	151	135
Average number of days in final action stage	59	50	57	48	54	46

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2015 thru 9/30
	2010	2011	2012	2013	2014	
Total Complaints Dismissed By Agency	0	3	0	1	4	1
Average days pending prior to dismissal	0.00	98.00	0.00	37.00	142.00	124.00
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	1	0	1	1	3	0

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2015 thru 9/30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1	100 %	0	100 %	0	100 %	0	100 %	0	100 %	0	
Without Hearing	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	
With Hearing	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	

Findings of Discrimination Rendered by Basis	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2015 thru 9/30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	
Race	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	
Color	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	
Reprisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	
Sex	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	
National Origin	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	
Age	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	

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Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data												2015 thru 9/30	
	2010		2011		2012		2013		2014					
	#	%	#	%	#	%	#	%	#	%	#	%		
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Findings After Hearing	1	100 %	0	0 %	0 0 %									
Race	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Color	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reprisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Sex	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
National Origin	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Age	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Findings Without Hearing	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Race	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Color	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reprisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Sex	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
National Origin	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Age	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data												2015 thru 9/30	
	2010		2011		2012		2013		2014					
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1	100 %	0	0 %	0 0 %									
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Assignment of Duties	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Conversion to Full-Time	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Disciplinary Action														
Demotion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reprimand	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Termination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Suspension	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Evaluation/Appraisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Harrassment														

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2015 thru 9/30	
	2010		2011		2012		2013		2014				
	#	%	#	%	#	%	#	%	#	%	#	%	
Nonsexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Sexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Medical Examination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Pay Including Overtime	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Promotion/Non-Selection	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Reassignment													
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Directed	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Failure to Accommodate	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Reinstatement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Retirement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Terms/Conditions of Employment	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Training	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Findings After Hearing													
Appointment/Hire	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Assignment of Duties	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Conversion to Full-Time	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Disciplinary Action													
Demotion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Reprimand	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Termination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Suspension	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Evaluation/Appraisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Harrassment													
Nonsexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Sexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Medical Examination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Pay Including Overtime	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Promotion/Non-Selection	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Reassignment													
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Directed	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Failure to Accommodate	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Reinstatement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Retirement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %
Terms/Conditions of Employment	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2015 thru 9/30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%		
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Training	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Findings Without Hearing	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Assignment of Duties	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Conversion to Full-Time	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Disciplinary Action	 	 	 	 	 	 	 	 	 	 	 	
Demotion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reprimand	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Termination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Suspension	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Evaluation/Appraisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Harrassment	 	 	 	 	 	 	 	 	 	 	 	
Nonsexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Sexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Medical Examination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Pay Including Overtime	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Promotion/Non-Selection	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reassignment	 	 	 	 	 	 	 	 	 	 	 	
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Directed	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Failure to Accommodate	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reinstatement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Retirement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Terms/Conditions of Employment	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Training	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2015 thru 9/30		
	2010		2011		2012			
	#	%	#	%	#	%		
Total complaints from previous Fiscal Years	10		10		11		17	23
Total Complainants	9		8		9		13	22
Number complaints pending	 	 	 	 	 	 	 	
Investigation	0		0		0		0	3
Hearing	10		9		10		17	22
Final Agency Action	0		1		0		1	0
Appeal with EEOC Office of Federal Operations	1		1		1		3	2

U.S. Department of Labor (DOL)

Mine Safety and Health Administration (MSHA)

Complaint Investigations	Comparative Data Previous Fiscal Year Data					2015 thru 9/30
	2010	2011	2012	2013	2014	
Pending Completion Where Investigation Exceeds Required Time Frames	4	5	2	15	13	10